

# Job sharing for Mental Health

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Suffering from a mental health problem can be challenging enough, but pair this with the feast or famine lifestyle of a TV freelancer, and the consequences can be huge.

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Workers are two times more likely to experience anxiety than the national average, and three times more likely to self-harm.

Contributing factors are instability of freelance life, long working hours, lack of a healthy work-life balance, workplace bullying and harassment at work.

## **CIPD Flexible Working Survey 2019**

*Flexible working positively affects mental wellbeing.*

*The best types of flexible working for improving mental health are job-share or term-time working.*

86% of people in film and TV have experienced mental ill health

2% of freelancers said they would broach the topic of their mental health with their manager. Of those who had discussed a mental health problem at work, only 28% said it had improved the situation.

## **Mind, mental health charity**

*More flexible hours allow for a better work-life balance, helping those struggling with mental health.*

**As ever, good communication with the employer is crucial. The earlier and more frequent the communication the better, as it allows the most effective solution to be found quicker.**